

Dr. Erin Marie Reid
Professor of Human Resources & Management
Canada Research Chair in Work, Careers and Organizations

DeGroote School of Business, McMaster University
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ACADEMIC APPOINTMENTS

2016- present DeGroote School of Business, McMaster University

Canada Research Chair in Work, Careers and Organizations (Tier 2), 2024+
Professor, Human Resources & Management, 2022+
University Scholar, 2020-2024
Associate Professor, Human Resources & Management, 2016-2020

2012-2016 Questrom School of Business, Boston University

Assistant Professor, Organizational Behavior, 2012-2016
Peter Paul Career Development Professor, 2013-2016

EDUCATION

2012 PhD in Organizational Behavior and Sociology, Harvard University and
Harvard Business School (Joint Program)

2009 A.M. in Sociology, Harvard University

2004 M.Sc. in Organizational Behavior, Queen's University, Queen's School of
Business

2003 Honours B.Comm, McMaster University, DeGroote School of Business,

RESEARCH INTERESTS

Inequality, careers, occupations, organizations, qualitative and mixed methods

PUBLICATIONS

Peer-reviewed Journal Articles

Reid, EM, Ghaedipour, F. and O. Obodaru. Online ahead of print. "With or Without You: Family and Career-Work in a Demanding and Precarious Profession." *Journal of Management Studies*. <https://doi.org/10.1111/joms.13073>

Heenan, M., Randall, G., Evans, J., & EM Reid. 2024. "What processes do hospitals use to select performance indicators and do they align with best practices? A multiple-case study in

Ontario, Canada.” *International Journal for Quality in Health Care*. 36(1).
<https://academic.oup.com/intqhc/article/36/1/mzae011/7620238>

Reid, EM and L. Ramarajan. 2022. “Seeking purity, avoiding pollution: Strategies for moral career building.” *Organization Science*, 33(5):1701-2083.
<https://doi.org/10.1287/orsc.2021.1514>

Granger, S., Ashford, SA., Caza, B., & EM Reid. 2022. “Adapting to a Jolt: A Mixed Methods Study Identifying Challenges and Personal Resources Impacting Professional Gig Workers’ Well-being During COVID-19.” *Journal of Vocational Behavior*, 138(103784).
<https://doi.org/10.1016/j.jvb.2022.103784>

Caza, B. B., Reid, E. M., Ashford, S. J., & Granger, S. (2022). “Working on my own: Measuring the challenges of gig work.” *Human Relations*, 75(11), 2122–2159. <https://doi.org/10.1177/00187267211030098>

Feldman, E., Reid, EM. & M. Mazmanian. 2020. “Signs of Our Time: Time-use as Dedication, Performance, Identity, and Power in Contemporary Workplaces.” *Academy of Management Annals*, 14(2), 598-626. <https://doi.org/10.5465/annals.2018.0148>

Ramarajan, L. and EM. Reid. [equal authorship]. 2020. “Relational Reconciliation: Socializing Others Across Demographic Differences.” *Academy of Management Journal*, 63(2). <https://doi.org/10.5465/amj.2017.0506>

- One of three finalists for the Academy of Management Journal Best Paper Award for 2020

Padavic, I., R. Ely, and EM. Reid. 2020. “Explaining the Persistence of Gender Inequality: The Work-Family Narrative as a Social Defense against the 24/7 Work Culture.” *Administrative Science Quarterly*, 65(1):61-111. <https://doi.org/10.1177/0001839219832310>

- Awarded the 2021 Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- Collected into “Documenting Novel Mechanisms of Gender Inequality: A Decade of Exemplary Research on Gender,” March 2021, Virtual Special Issue for *Administrative Science Quarterly*, Eds. C. Beckman & L. Cohen
- Included in top 100 articles in FT’s survey of Business School Research with Social Impact (2020)
- Runner-up, *Financial Times* Responsible Business Education Award

Ashford, S., Caza, B. and EM. Reid. 2018. “From surviving to thriving in the gig economy: A research agenda for individuals in the new world of work.” *Research in Organizational Behavior*. <https://doi.org/10.1016/j.riob.2018.11.001>

Reid, EM, O’Neill, M. and M. Blair-Loy. 2018. “Masculinity in Male-Dominated Occupations: How Teams, Time and Tasks Shape Masculinity Contests.” *Journal of Social Issues*, 74(3): 579-606. <https://doi.org/10.1111/josi.12285>

Reid, EM. 2018. “Straying from Breadwinning: Status and Money in Men’s Interpretations of their Wives’ Work Arrangements.” *Gender, Work & Organization*, 25(6): 718-733.
<https://doi.org/10.1111/gwao.12265>

Kahn, W., Barton, M., Fisher, C.M., Heaphy, E.D., Reid, E. & Rouse, E. 2018. "The geography of strain: Organizational resilience as a function of intergroup dynamics." *Academy of Management Review*. 43(3):1-21. <https://doi.org/10.5465/amr.2016.0004>

- One of three finalists for the Academy of Management Review Best Paper Award for 2018

Reid, EM. 2015. "Embracing, Passing, Revealing and the Ideal Worker Image: How People Navigate Expected and Experienced Professional Identities." *Organization Science*, 26(4): 997-1017. <https://www.jstor.org/stable/43661034>

- Collected into *The Kaleidoscope of Gender: Prisms, Patterns and Possibilities*, 6th Edition. 2020. Eds. Catherine Valentine, Mary N. Trautner and Joan Spade. Thousand Oaks, CA: SAGE Publications.
- Collected into "Gender and Organization Science," Nov. 2018, Virtual Special Issue for *Organization Science*, Eds. I. Fernandez-Mateo & S. Kaplan.

Ramarajan, L. and EM. Reid [equal authorship]. 2013. "Shattering the Myth of Separate Worlds: Negotiating Non-Work Identities at Work." *Academy of Management Review*, 38(4): 621-644. <https://doi.org/10.5465/amr.2011.0314>

Reid, EM. and MW. Toffel. 2009. "Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies." *Strategic Management Journal*, 30(11): 1157-1178. <https://doi.org/10.1002/smj.796>

Tucker, S, N. Turner, J. Barling, EM. Reid, and C. Elving. 2006. "Apologies and Transformational Leadership." *Journal of Business Ethics*, 63(2): 195-207. <https://doi.org/10.1007/s10551-005-3571-0>

Book chapters & conference proceedings

Reid, EM, SJ Ashford, S Granger & BB Caza. Forthcoming. Developing professionally while working independently: Career development of professionals working in the gig economy. In, *Careers in the Gig Economy*, Eds. J. Akkermans, A. Keegan & F. Pichault.

Reid, EM., Caza, BB., Lambert, B., Granger, S., Ashford, S., Trinh, E., Fekete, J. 2023. "Relational Infrastructures and Gig Worker Well-Being: Social and Parasocial Interaction Rituals." In Sonia Taneja (Ed.), *Best Paper Proceedings of the Eighty-Third Academy of Management*.

- Best Paper Award, Managerial and Organizational Cognition Division, Academy of Management Meeting, Boston, MA

Reid, EM. 2013. "Doing Gender." In *Sociology of Work: An Encyclopedia*, V. Smith (Ed.). Thousand Oaks: Sage Publications.

Padavic, I., Ely, R. and EM Reid. 2013. The work-family narrative as a social defense. In, Ely R. J., Cuddy A. J. C.(Eds.), *Gender and Work: Challenging Conventional Wisdom. Research Symposium Proceedings*. Boston, MA: Harvard Business School.

Reid, EM. 2011. "Passing as Superman: The Ideal Worker and Men's Professional Identities." In Leslie A. Toombs (Ed.), *Best Paper Proceedings of the Seventy-First Academy of Management*.

Articles for practitioners

Reid, EM, Caza, BB & L. Ramarajan. 2023. "[Three Ways to Live Out Your Values at Work.](#)" *Harvard Business Review*, published online (hbr.org), September 27.

Lambert, B., Caza, B., Reid, E., and S. Ashford. 2023. "[Working in isolation can pose mental health challenges: Here's what anyone can learn from how gig workers have adapted.](#)" *The Conversation*, January 4.

- Republished on cbsnews.com, Fortune.com, World Economic Forum, Houston Chronicle
- Reprinted as Chapter 24 in *Critical Conversations on Work*, published by Johns Hopkins University Press & The Chronicle, 2024

Reid, EM. 2022. "[Head to Head: Is it quiet quitting or taking back the work week?](#)" *Benefits Canada*, December.

Reid, EM & L. Ramarajan. 2022. "[Moral reckonings and the allure of independent work for professionals.](#)" Entry on *The Gig Work Life*, www.thegigworklife.com

Padavic, I., Ely, R., Reid, EM. 2022. "[Women's Stalled Advancement: A Work-Family or a Work-Hours Problem?](#)" *Management Insights*.

Reid, EM., Caza, B., Granger, S. and S. Ashford. 2021. "[6 challenges of being a gig worker during the COVID-19 pandemic.](#)" *The Conversation*, August 12.

Reid, EM., and F. Ghaedipour. 2021. "[Journalism jobs are precarious, financially insecure, and require family support.](#)" *The Conversation*, March 20.

- Republished on *J-Source.ca*, March 23, 2021

Padavic, I., Ely, R., Reid, E. 2020. "[When men and women working long hours is the norm, women's careers stall.](#)" *LSE Business Review*.

Caza, B., Ashford, S., Reid, E. and D. McCallum. 2019. "[Are you Ready to go Freelance?](#)" *Harvard Business Review*, published online (hbr.org), May 21.

Reid, EM. 2018. "[Whether a Husband Identifies as a Breadwinner Depends on Whether he Respects His Wife's Career – Not on How Much She Earns.](#)" *Harvard Business Review*, published online (hbr.org) August 15.

Caza, B., Ramarajan, L., Reid, EM & S. Creary. 2018. "[How to Make Room in Your Work Life for the Rest of Your Self.](#)" *Harvard Business Review*, published online (hbr.org) May 29.

Reid, EM. Fall 2017. "[Updating the Image of the Ideal Worker.](#)" *Rotman Management*, 50-55.

Reid, EM. and L. Ramarajan. 2016. "[Managing the High Intensity Workplace.](#)" *Harvard Business Review*, June: 78-85. Cover story.

- Reprinted in *HBR's 10 Must Reads for New Managers*, 2017
- Reprinted in *Harvard Business Review OnPoint: Fatigue/Burnout*, 2023

Reid, EM. 2015. "[Why Some Men Pretend to Work 80 Hour Weeks.](#)" *Harvard Business Review*, published online (hbr.org) April 28.

- Reprinted in *Indian Management*, December 2015
- Among top 20 most-read HBR.org blogs, 2015

Ramarajan, L. and EM. Reid. 2013. "Changes in Work, Changes in Self? Managing our Work and Non-work Identities in an Integrated World." *The European Business Review*, Sept/Oct 2013, 61-64.

HONOURS AND AWARDS

2023	Best Paper Award, Diversity in Management and Organizations Conference, virtual.
2023	Best Paper Award, Managerial and Organizational Cognition Division, Academy of Management Meeting, Boston, MA
2023	Finalist, Best Paper Award for "Papers with High Societal Relevance" FINT (First International Network on Trust) Conference
2022	Finalist, Managerial and Organizational Cognition Best Symposium Award (Participant), Academy of Management Meeting, Seattle, WA
2022	Research Excellence Award, DeGroote School of Business
2022	Runner-up, <i>Financial Times</i> Responsible Business Education Award
2021	Rosabeth Moss Kanter Award for Excellence in Work-Family Research
2021	One of three finalists for the <i>Academy of Management Journal</i> Best Paper Award for 2020
2020-2024	University Scholar, McMaster University
2019	One of three finalists for the <i>Academy of Management Review</i> Best Paper Award for 2018
2018	Outstanding Service Award, MOC Division, Academy of Management
2015, 2016 & 2017	Outstanding Reviewer Award, MOC Division, Academy of Management
2016	Named a Change Agent, <i>Canadian Business</i>
2016	Named one of the world's top 40 business school professors under 40, Poets and Quants
2016	Thinkers50, Radar Thinker
2015	Thinkers50, Radar Award Shortlist
2014	Nominee, William Newman Award, GDO Division, Academy of Management
2013	Peter Paul Career Development Professor, Boston University (2013-2016)
2013	Best Poster Award, Positive Organizational Scholarship Conference, University of Michigan
2012	Diamond in the Rough Award (Best Student Proposal), Cognition in the Rough PDW, Academy of Management
2011	Emerald Best Student Paper Award, GDO Division, Academy of Management
2010	INFORMS/ <i>Organization Science</i> Dissertation Proposal Competition Finalist

2009	Outstanding Reviewer Award, GDO Division, Academy of Management
2009	Distinction, Ph.D. Qualifying Paper, Harvard University
2006-10	Social Sciences and Humanities Research Council Doctoral Fellowship, \$80,000
2006	Canada Graduate Scholarship, 2006-2009 (declined due to funding restrictions)
2004, 2006	Ontario Graduate Scholarship (declined due to funding restrictions)
2003	Queen's School of Business Scholarship

RESEARCH GRANTS

2024-2029	Project title: "Improving women's careers in women-dominated professions" SSHRC Insight Grant, \$140,197 PI: <u>Dr. Erin Reid</u> , McMaster University Purpose: to support research on the value accorded to women-dominated professions and the career experiences of women in those fields
2019-2024	Project title: "Gender and Careers in the Gig Economy" Ontario Early Researcher Award, \$150,000 PI: <u>Dr. Erin Reid</u> , McMaster University Purpose: to support research on gender and careers in the gig economy
2018-2021	Project title: "Investigating Resilience in the Gig Economy" SSHRC Insight Grant, 2018 competition, \$93,223 PI: <u>Dr. Brianna Caza</u> , University of Manitoba Co-Investigator: Dr. Erin Reid, McMaster University Collaborator: Dr. Susan Ashford, University of Michigan Purpose: to support a mixed method study of resilience among gig workers
2017-19	Project title: "From Journalist to Blogger? Work and Career Paths in a Destabilized Occupation" SSHRC Insight Development Grant, 2017 competition, \$49,920 PI: <u>Dr. Erin Reid</u> , McMaster University Purpose: to support study of 130 journalists' careers
2016-17	Project title: "From Journalist to Blogger? Work and Career Paths in a Destabilized Occupation" McMaster Arts Research Board Standard Grant, 2016 competition, \$5,950 PI: <u>Dr. Erin Reid</u> , McMaster University Purpose: to support interview transcriptions and RA support

PRESENTATIONS

Invited Scholarly Presentations

2024	London Business School, Organisational Behaviour Speaker Series
2024	George Washington University, Business School, Strategic Management and Public Policy Speaker Series
2023	Ethnography Atelier, Emlyon Business School

- 2023 INSEAD, Organisational Behaviour Speaker Series
- 2023 Boston College, Management and Organizations Speaker Series
- 2023 George Mason University School of Business, Speaker Series
- 2022 Bath Identity Research Center, University of Bath, School of Management
- 2021 Bell Let's Talk Presentation, Psychology Department, Carleton University
- 2017 Wharton School of Management, University of Pennsylvania, Junior OB Conference
- 2017 Carlson School of Management, University of Minnesota, Management Seminar Series
- 2017 Sauder School of Business, University of British Columbia, Work as a Masculinity Contest Working Group
- 2017 McMaster University, DeGroot Doctoral Student Association, Brown Bag on Qualitative Methods
- 2016 Western University, Ivey Business School, Research Seminar Series
- 2016 Queen's University, Smith School of Business, Organizational Behavior Seminar
- 2016 University of Chicago, Booth School of Business, Organizations & Markets Workshop
- 2016 MIT, Institute of Work and Employment Research Workshop
- 2015 Simmons College, Center for Gender in Organizations, Panel on the Future of Work-Life Research
- 2015 Boston University, Questrom School of Business Dean's Advisory Board
- 2015 Boston University, Graduate Women in Science and Engineering, Brown Bag Series
- 2015 Boston University Law School, Gender, Law and Policy Colloquium
- 2015 Boston University, Questrom Faculty Research Day
- 2014 University of British Columbia, Work as a Masculinity Contest Working Group
- 2014 Simmons College, Center for Gender in Organizations
- 2014 Harvard Kennedy School of Government, Women in Public Policy Seminar

Peer Reviewed Conference Presentations

(Underlined name indicates presenting author)

Reid EM. Discussant for *Connection in Unexpected Places: How, Why and With What Consequences Workers Connect with Clients*. Symposium, MOC Division. Organizers: S. Draga & M. Christianson, Academy of Management Meeting, Boston, MA 2023.

Reid EM., Panelist in "Shaping the Research Agenda on the Future of Work," Professional Development Workshop. Organizers: L. Giurge, L. Howe, J. Mengen, CTO, DEI, HR, MOC, OB, ODC, TIM Divisions, Academy of Management Meeting, Boston, MA, August 2023.

Reid, EM., Caza, BB., Lambert, B., Granger, S., Ashford, S., Trinh, E., Fekete, J. "Relational Infrastructures and Gig Worker Well-Being: Social and Parasocial Interaction Rituals." Paper Presentation. Academy of Management Meeting, Boston, MA 2023.

Caza, BB., Ashford, SJ., Reid, EM., Granger, S. and M. Ganti "Losing the Plot? How Narrative Identity Challenges Affect Independent Scientists' Progression." In *Managing Identity Change, Challenges and Continuity over Time*, Symposium, CAR, MOC and OB Divisions, Academy of Management Meeting, Boston, MA, August 2023.

Reid, EM., Caza, BB., Lambert, B., Granger, S., Ashford, S., Trinh, E., Fekete, J. "Relational Infrastructures and Gig Worker Well-Being: Social and Parasocial Interaction Rituals." European Group of Organizational Scholars, Relationships track, Cagliari, Italy, July 2023.

Reid, EM, Caza, B., Granger, S. & S. Ashford, “Dancing with Myself: The Impact of Relational Challenges Among Independent Scientists,” in *Bridging the Space Between Us: Exploring Connection and Disconnection in Workplace Relationships*, Symposium, OB & MOC Divisions, Organizers: L. Sheprow & J. Petriglieri, Academy of Management Meeting, Seattle, WA, August 8, 2022.

- Finalist for MOC Best Symposium Award

Reid, EM & L. Ramarajan, “Luck and Career Inequality,” in *Bringing to Light What’s Been Cast to the Shadows Marginalized Relationships and Narratives at Work*, Symposium, OB & MOC Divisions, Organizers: E. Heaphy & E. Poulton, Academy of Management Meeting, Seattle, WA, August 6, 2022.

Reid, EM. Expert advisor, in *Navigating Qualitative Dissertations: Advice from the Experts*, Professional Development Workshop, RM, MOC, OB, OMT, CAR Divisions [Organizers: Rauf, A., N. Tong], Academy of Management Meeting, Seattle, WA, August 5, 2022.

Seegars, L, S. Lee, EM Reid & L. Ramarajan. “What Am I Worth? A Living Wage as the Communication of Both Care and Unearned Merit.” Positive Organizational Scholarship Conference. University of Michigan. June 2022.

Reid, EM, B. Caza, S. Granger and S. Ashford. “Dancing with Myself: The Impact of Relational Challenges Among Independent Scientists.” Positive Organizational Scholarship Conference. University of Michigan. June 2022.

Granger, S., B. Caza, S. Ashford & EM Reid. ““I am what I am”: Understanding Identity Dynamics Among Gig Workers.” Positive Organizational Scholarship Conference. University of Michigan. June 2022.

Granger, S., B. Caza, S. Ashford & EM Reid. “Identifying Sources of Professional Gig Workers’ Resilience During the COVID-19 Crisis” in *Identity Dynamics in Crisis Contexts*, Symposium, OMT, OB & MOC Divisions [Organizers: E. Eun & A. Wrzesniewski], Academy of Management Meeting, online, August 2021.

Reid, EM. Roundtable leader in *Navigating Qualitative Dissertations*, Professional Development Workshop, RM, MOC, OB, OMT, CAR Divisions [Organizers: A. Mouli, B. Csillag, O. Demir-Caliskan, S. Casillas, N. Tong], Academy of Management Meeting, online, July 30 2021.

Reid, EM. Roundtable leader in *OB Doctoral Consortium*, Professional Development Workshop, OB Division [Organizers: C. Moore & O. Holmes], Academy of Management Meeting, online, July 30 2021.

Reid, EM. & F. Ghaedipour. “Time Strategies in Journalists’ Careers.” In *Shaping Professional Identity and Practice: The Role of Personal and Contextual Factors*, Symposium [Organizers: J. Yen & L. Ramarajan] Academy of Management Meeting, August 2020. (Presented)

Ghaedipour, F., Reid, EM., & A. Schat. “Gendered Accent Penalty: An Informal Network Perspective on Employment Discrimination.” Academy of Management Meeting, August 2020. (Presentation cancelled due to COVID)

Caza, B., Reid, EM, Ashford, SA & SE Granger. “It’s Cold Outside: Measuring the Challenges of Independent (Gig) Work”. Academy of Management Meeting, August 2020. (Presentation cancelled due to COVID)

Seegars, LM, Reid, EM and L. Ramarajan. “What am I Worth? Wage Security and the Insecure Self.” People and Organizations Conference, Wharton School, Philadelphia, PA, September 2019.

Reid, EM, Panelist for *The Future of Identity Research*, Identity Research Conference, Wharton School, Philadelphia, PA, March 2019.

Reid, EM, Discussant for *New Directions in Gender Research: The Good, the Bad and the Ugly*, Symposium [Organizers: E. Jones & K. Ramsdell], Academy of Management Meeting, Chicago, IL, August 2018.

Feldman, E & EM. Reid. “The Social Context of Time Use at Work: A Review and Integrative Framework.” In *The Temporal Dynamics of Busyness and Overwork*, Symposium [Organizers: B. Blagoev & I. Lupu], Academy of Management Meeting, Chicago, IL, August 2018.

Reid, EM, M. O’Neill & M. Blair-Loy. “Masculinity in Occupations: How Teams, Time and Tasks Shape Masculinity Contests.” In *Work as a Masculinity Contest: Measurement, Manifestation, and Management*, Symposium [Organizers: J. Berdahl & N. Alonso], Academy of Management Meeting, Atlanta, GA, August 2017.

Reid, EM, Discussant for *Gender and the Ideal Worker Image: Impacts on Worker Outcomes and Organizational Life*, Symposium, GDO & HR Divisions [Organizer: H. Roderique], Academy of Management Meeting, Anaheim, CA, August 2016.

Ramarajan, L., EM. Reid, and K. Ramsdell. “Teaching You Who to Be: The Experience of Controlling Others’ Identities.” Academy of Management Meeting, Anaheim, CA, August 2016.

Reid, EM. Panelist in *Five Decades of Gender Research*, Professional Development Workshop, GDO Division [Organizers: A. Joshi & C. Emrich], Academy of Management Meeting, Anaheim, CA, August 2016.

Reid, EM. Panelist in “Fatherhood in the Academy: Research Insights and Practical Strategies for Managing Work and Life,” Professional Development Workshop, OB Division [Organizers: A. Knight, L. Leslie & D. Mayer], Academy of Management Meeting, Vancouver, Canada, August 2015

Ramarajan, L., Reid, E. and Ramsdell, K. Teaching you who to be: Controlling marginalized social identities, Academy of Management, Vancouver, BC.

Reid, EM. “Men in Professional Jobs’ Gender Inequality Logics.” In, *A Few Good (Feminist) Men: How to Get Men On Board with Gender Equality and What Men Stand to Gain When They Do*, Symposium [Organizers: B. Thomason and A. Martin], Academy of Management Meeting, Vancouver, Canada, August 2015.

Reid, EM. “Breadwinners and Power Couples: Men’s Professional Identities and their Wives’ Careers.” Academy of Management, Philadelphia, PA, August 2014.

Reid, EM. “Breadwinners and Power Couples: Men’s Professional Identities and their Wives’ Careers.” Positive Organizational Scholarship Conference, University of Michigan, June 2013

Reid, EM & L. Ramarajan. “Shattering the Myth of Separate Worlds: Negotiating Non-Work Identities at Work.” People and Organizations Conference, Wharton, University of Pennsylvania, September 2012.

Reid, EM. “Narrating Deviance, Sustaining the Ideal Worker Image.” In, *Gender in Professional Service Firms: New Findings and a Research Agenda*. Symposium [Organizers: C. Quental and E. Kelan], Academy of Management Meeting, Boston, MA, August 2012.

Ramarajan, L & Reid, E. “Shattering the Myth of Separate Worlds.” Academy of Management Meetings, Boston, MA

Reid, EM. “In Search of Superman: The Ideal Worker and Men’s Professional Identities.” Academy of Management Meeting, San Antonio, TX, August 2011.

Reid, EM. “In Search of Superman: The Ideal Worker and Men’s Professional Identities.” Eastern Sociological Society Annual Meeting, Philadelphia, PA, February 2011.

Reid, EM. & L. Ramarajan. “The interaction of work and non-work identities.” In, “*So, What Do You Do?*” *Professional Identity Content and Process*. Symposium [Organizers: DM. Sluss, HC. Vough and S. Harrison], Academy of Management Meeting, San Antonio, TX, August 2011.

Reid, EM. “Is the Ideal Worker Still Real? Sources and Consequences of Men’s Professional Identities.” *INFORMS/Organization Science Dissertation Proposal Competition*, Austin, TX, November 2010.

Reid, EM. & M Toffel. “Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies.” In *Corporate Environmental Sustainability: New Theoretical and Empirical Insights*. Symposium [Organizer: EM. Reid], Academy of Management Meeting, Chicago, IL, August 2009.

Reid, EM. & M Toffel. “Responding to Public and Private Politics: Corporate Disclosure of Climate Change Strategies.” Alliance for Research on Corporate Sustainability, University of Michigan, May 2009.

Other Conference Presentations

Reid, EM. Panelist, “Publishing Qualitative Research in High Impact Journals”, Northeastern University Qualitative Research Conference, 2023.

Reid, EM., Panelist in “Meet the Editors”, European Group of Organizational Scholars, Cagliari, Italy, July 2023.

Ashford, SA, Caza, B., Granger, S. & EM Reid. “How are Professional Gig Workers Faring During the Pandemic?” May Meaning Meeting, May 2021.

Ashford, SA, Caza, B., and EM Reid. “Making Your Way in the World Today Takes Everything You’ve Got.” May Meaning Meeting, Chappell Hill, TX, April 2018

Reid, EM. “The Disappearance of Hostility Towards Women: Case of Journalism.” Davis Conference on Qualitative Research, UC Davis, CA, March 2018.

Ramarajan, L., Reid, EM., and K. Ramsdell. “Teaching You Who to Be: The Experience of Controlling Others’ Identities.” May Meaning Meeting, Litchfield, CT, May 2015

Reid, EM. “Breadwinners and Power Couples: Men’s Professional Identities and their Wives’ Careers.” May Meaning Meeting, Michigan, June 2013

Reid, EM. “Is the Ideal Worker Still Real? Sources and Consequences of Men’s Professional Identities.” May Meaning Meeting, Boston, MA, May 2010.

Professional Development Workshops and Symposia Organized

“Publishing Micro and Meso Research in ASQ.” A Virtual Research Discussion Hosted by the *Administrative Science Quarterly* Blog. Co-Organized with Stéphane Côté and Aparna Joshi. 2022.

“Future of Work and Technology: Technology, Identity, Self-Quantification and Autonomy.” Symposium co-organized with F. Ghaedipour. OB, OMT & MOC Divisions, Academy of Management Meeting, Seattle, WA, August 5, 2022.

“Cognition in the Rough”, Academy of Management of Management Meeting. Co-organized with Aimee Hamilton. Chicago, IL. August 2018.

“Cognition in the Rough”, Academy of Management of Management Meeting. Co-organized with JP Stephens. Atlanta, GA. August 2017.

“Cognition in the Rough”, Academy of Management of Management Meeting. Co-organized with JP Stephens. Anaheim, CA. August 2016.

TEACHING

Undergraduate courses

- *Management Skills Development*
- *The Dynamics of Leading Organizations*
- *Leadership & Organizations*

MBA courses

- *Negotiations*
- *Managing People in Organizations*
- *Leading Teams and High Performance Groups*
- *Careers, Identity & Leadership*

EMBA & Executive education

- *Managing Change*
- *Equity, Diversity & Inclusion for Boards*

Doctoral seminars

- *Organizational Behavior*
- *Qualitative Research Methods*

Other (workshops & facilitation)

- Gender, Equity & Leadership foundations (MBA, 2020); Sample OB class (MBA, 2023)

Supervision activities

Undergraduate Senior Research Paper:

- 2022-2023 Ilona Oleksiak, Undergraduate Thesis Advisor, McMaster University
2021-2022 Erin Rho, Undergraduate Thesis Advisor, McMaster University

Undergraduate Research Assistants:

- 2022-2023 Stephanie Wilson
2021-2022 Michaella Ramlall, Ilona Oleksiak, Manahr Desouki
2020-2021 Quinn Murdock, Irene Chan

Master's Research Paper

- 2017-18 Avelino (Jun) Maranan, Master's of Health Management, McMaster University

Doctoral Supervisorships:

- 2021-2023 Alex Peever, Organizational Behaviour, Human Resources & Management, DeGroote School of Business, McMaster University
- 2017-2022 Farnaz Ghaedipour, Organizational Behaviour, Human Resources & Management, DeGroote School of Business, McMaster University
- Placement: Assistant Professor, York University, School of Human Resource Management
- 2014-2015 Kim Ramsdell, Organizational Behavior Department, Boston University Questrom School of Business

Graduate and other research assistants:

2021-2022	Steven Granger, PhD student, University of Calgary
2015-2016	Paula Pereda-Perez, post-doctoral research assistant, Boston University Questrom School of Business
2014-2015	Alaz Kilicasian, PhD student, Boston University Sociology Department
2013-2014	Ayn Cavicchi, research assistant, Boston University Questrom School of Business

PhD Committees:

2022+	Sulan Kith, Human Resources and Management, DeGroote School of Business, McMaster University
2019+	Ali Lefcoe, Human Resources and Management, DeGroote School of Business, McMaster University <ul style="list-style-type: none"> • Placement: Assistant Professor, University of Regina
2019-2023	Michael Heenan, Health Management, DeGroote School of Business, McMaster University <ul style="list-style-type: none"> • Placement: CEO, St. Joseph's Hospital, Hamilton, Ontario
2017-2023	Amr El-Kebbi, Human Resources and Management, DeGroote School of Business, McMaster University <ul style="list-style-type: none"> • Placement: Assistant Professor, American University of Beirut, Lebanon
2017-2019	Mojan Naisani Samani, Human Resources and Management, DeGroote School of Business, McMaster University <ul style="list-style-type: none"> • Placement: Assistant Professor, University of Wisconsin-River Falls
2017-2020	Natalya Alonso, Organizational Behaviour, Sauder School of Business, University of British Columbia Placement: Assistant Professor, Simon Fraser University
2017-18	Galini Gavrilidou, DeGroote School of Business, McMaster University <ul style="list-style-type: none"> • Placement: Assistant Professor, University of Nevada

Qualifying Paper - Second reader:

2014	Brandy Booth, second reader, PhD Curriculum Paper, Organizational Behavior Department, Boston University Questrom School of Business
2012	Jeffrey Yip, second reader, PhD Curriculum Paper, Organizational Behavior Department, Boston University Questrom School of Business

External dissertation examiner:

2024	Pascale Fricke, External Examiner of PhD Dissertation, University of British Columbia
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- 2024 Shasanka Chalise, External Examiner of PhD Dissertation, Memorial University
- 2022 Victoria Daniel, External Examiner of PhD Defense, Wilfrid Laurier University, Lazaridis School of Business and Economics

Dissertation defenses chaired:

- 2023 Mojan Naisan Samani, McMaster University, DeGroot School of Business
- 2022 Ruth Repchuck, McMaster University, Sociology Department

SERVICE

University service

DeGroot School of Business

- 2023-2026 Tenure and Promotion Committee (elected)
- 2021-2022 Faculty of Business Dean's Advisory Council (elected)
- 2021-2022 MBA Program Development Committee
- 2022 Selection committee, Canada Excellence Research Chair
- 2021 Selection committee, Director M-DTRC
- 2019 Faculty advisor, Organizational Behaviour Case Competition
- 2018-2020 MBA Program Development Committee
- 2017-2020 Graduate Curriculum and Policy Committee
- 2016 SSHRC Doctoral Ranking Committee
- 2017 Selection committee, Canada 150 Chairs
- 2016-2018 Coordinator, HR&M Brown Bag Seminar Series

McMaster University

- 2024+ Advisory group member, AVP Society and Impact
- 2023-2024 Member, McMaster Future Workplace Strategies Planning Committee, Expert Team
- 2022 Selection committee, Robbins-Ollivier Award for Excellence in Equity
- 2021-2027 Faculty Representative, McMaster Research Ethics Board
- 2021-2022 Faculty Representative, Board-Senate Research Misconduct Hearings Panel,
- 2019 Brighter World Research Initiative group member

Boston University

- 2012-2015 Founder & Coordinator, OB Junior Faculty Research Group
- 2015 Member, PhD Comprehensive Exam Committee
- 2013-2016 Member, PhD Admissions Committee
- 2014 Member, Research Day Committee

Harvard University

2008-2009 Coordinator, Work, Organizations and Markets Seminar, Harvard University
2007-2008 Doctoral Student Mentor, Harvard Business School
2007 Doctoral Student Orientation Co-Founder and Co-Leader

Professional Service

Editorial Roles

2022+ Associate Editor, *Administrative Science Quarterly*

Journal Editorial Board Memberships

2019+ Editorial Review Board member, *Organization Science*
2022 Editorial Review Board member, *Administrative Science Quarterly*
2020-2022 Editorial Review Board member, *Academy of Management Journal*
2015-2021 Editorial Review Board member, *Human Relations*
2016-2021 Editorial Review Board member, *Journal of Business Psychology*

Conference Editing

2019 Associate Editor, Managerial and Organizational Cognition Division,
Academy of Management Annual Meeting

Ad-hoc peer reviewing:

Academy of Management Journal, Academy of Management Review, Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, Canadian Journal of Administrative Science, Gender and Society, Human Relations, ILR Review, Journal of Business and Psychology, Journal of Family Issues, Journal of Management Studies, Management Science, Organization Science, Organization Studies, Organization, Work and Occupations

Conference and Competition Reviewing

2024 Reviewer, Rosabeth Moss Kanter Award for Excellence in Work-Family
Research
2022 Reviewer, Rosabeth Moss Kanter Award for Excellence in Work-Family
Research
2022 Review committee, MOC Best Papers with Practical Implications, Academy of
Management Conference
2021 Review committee, MOC Best Symposium Award, Academy of Management
Conference
2006+ Reviewer, Academy of Management Conference
2011-2017 Reviewer, INFORMS/*Organization Science* Dissertation Proposal
Competition

Executive Positions

2015-18 Representative-at-Large (elected), Managerial and Organizational Cognition
Division, Academy of Management

- Main task: Co-organizing the *Cognition in the Rough* professional development workshop

Other contributions to the profession

2023. Faculty mentor, The Tenure Project (supports underrepresented racial minority junior faculty in business schools)

2016-2017. Member, Third Path Institute's academic advisory group

Tenure letters written: 3

2021+ Co-founder, gigworklife.com; a site for bringing together researchers and practitioners interested in gig work and associated phenomena

Talks and workshops for the community:

- 2024 Speaker, McMaster University Department of Electrical and Computer Engineering, DEI speaker series. *Topic: Gender Inequality and Time Pressures in Professions*
- 2021-23 Annual Workshop for McMaster Shad Valley high school students. *Topic: Gig Work*
- 2022 Leadership Panelist, Women's Professional Summit, Women's Network, Hamilton, ON. *Topic: Gender and Leadership.*
- 2021 Facilitator, Future of Work Webinar, McMaster University, Foresight Lab. *Topic: Future of Work.*
- 2019 Facilitator, Diversity in Financial Institutions, DeGroot Women's Professional Network. *Topic: Demographic diversity and inclusion.*
- 2019 Speaker, DeGroot Women's Professional Network. *Topic: Gender and Careers.*
- 2018 Speaker, Emerging Health Leaders, Hamilton Chapter. *Topic: Identity and Careers.*
- 2018 Panelist, McMaster University, Health Leadership Academy, Collaboratorium talks. *Topic: Gender and Careers.*
- 2015 Third Path Institute, "Thursdays with Third Path." *Topic: Men's Careers.*
- 2015 Catalyst, Inc. *Topic: Gender and advancement.*
- 2014 Deloitte [Boston], Women's Network & Young Leaders' Council. *Topic: Gender and Advancement.*

MEDIA COVERAGE (SELECTED)

Podcasts

- Dec 6, 2021. Keep the Challenges of Freelancing in Check. *HBR's Women at Work Podcast.*
- May 28, 2021. "Tumble out of bed, stumble to the kitchen — when working 9 to 5 at home means even longer hours," Cost of Living, CBC Radio.
- Dec. 8, 2015. "He for She." Radio program, Audencia Nantes Ecole de Management.
- May 7, 2015. "Why we Pretend to be Workaholics." *HBR Ideacast.*

Print Media

October 11, 2023. “Here’s what we do and don’t know about the effects of remote work.” *The New York Times*, <https://www.nytimes.com/2023/10/10/business/remote-work-effects.html>.

Aug 15, 2023. “Lower trust equates to lower productivity.” *HR Reporter*.

Sept 16, 2022. “The term ‘quiet quitting’ is worse than nonsense.” *Financial Times*.

Nov 25, 2021. “The gig economy isn’t just based on Uber drivers — and could change the rules of work forever.” *The Globe and Mail’s Report on Business Magazine*: <https://www.theglobeandmail.com/business/rob-magazine/article-the-gig-economy-isnt-just-based-on-uber-drivers-and-could-change-the/>

Sept 22, 2021. “In order to reduce the gender wage gap, make all salaries transparent.” *The Globe and Mail*.

May 15, 2020. “Three boundaries to set with clients before you start working together (and how to bring it up).” *Wingspan.app*

April 27, 2020. “Three things lockdowns have exposed about working and parenting.” *The New York Times*.

September 11, 2019. “What wartime munitionettes can teach us about burnout.” *BBC.com*

March 7, 2019. “Meet the Breadsharer: A Modern Working Man.” *The Globe and Mail*.

November 23, 2018. “Breadwinners, Breadsharers, and the Status of Women’s Work.” *Smith Business Insight*.

September 26, 2018. “Are You a Breadsharer or a Breadwinner?” *US News & World Report* (usnews.com).

August 28, 2018. *The Morning Show*, Wisconsin Public Radio.

August 22, 2018. “Elon Musk is the ‘poster boy’ of a culture that celebrates ‘obsessive overwork’.” *The Washington Post*.

August 20, 2018. “How Millennial Men can Champion Workplace Inequality.” *Forbes*.

August 18, 2018. “This is what makes a man identify as a “breadwinner”.” *Moneyish.com*

August 17, 2018. “Does a Husband Identify as a Breadwinner or a Breadsharer? That Depends on his Respect for his Wife’s Career.” *Fortune.com*

August 7, 2018. “Hard Work May Not Pay After All.” *CNBC, Financial Times, The Financial Review*

July 8, 2018. “Don’t Simply Dive into Action: Think.” *Wall Street Journal*.

November 17, 2017. “Informal pressure to work overtime is risky for everyone.” *Bloomberg Law – Daily Labor Report*.

June 13, 2017. “Why you should manage your energy, not your time.” *BBC.com*

October 19, 2016. “Learning How to Keep Staff at 40 Hours Per Week.” *Fast Company*.

October 13, 2016. “Change Agents 2016.” *Canadian Business*.

July 21, 2016. “How Staff Evaluations May Promote Workplace Lies.” *Hcamag.com*

July 12, 2016. “How the ‘first-in-last-out’ ethic is creating a culture of overwork.” *The Guardian*.

July 11, 2016. “Tech CEO Celebrates Marissa Mayer for All the Wrong Reasons.” *Huffington Post*.

Mar. 8, 2016. “How Do We Close the Wage Gap in the U.S.?” *The Atlantic*.

Mar. 8, 2016. “Prince William, Father First.” *Family-studies.org*

Nov. 10, 2015. “Why Paul Ryan Matters for Parents.” *Family-studies.org*

Nov. 10, 2015. “As millennials eye better work-life balance, is the US ready for a 6-hour workday?” *Today.com*

Sept. 22, 2015. “Work/Life Balancing Act.” *The Miami Herald*.

Sept. 18, 2015. “A Toxic Work World.” *The New York Times*.

Sept. 15, 2015. “Attitudes Shift on Paid Leave: Dads Sue, Too.” *The New York Times*.

June 22, 2015. *Der Spiegel*.

June 18, 2015. "Men Often "Pretend" They're Working Longer Hours." *The Globe and Mail*.

June 17, 2015. "Why Aren't Men Talking About Work/Life Balance?" *Fast Company*.

June 11, 2015. "Focusing on Women's Advancement Blinds Companies to Their Real Problem: Overworking Everyone." *Huffington Post*.

June 5, 2015. "Is Shirking Just a Smarter Way of Working?" *The Guardian*.

June 3, 2015. "Working Around the Clock has become a Status Symbol." *Business Insider*.

May 28, 2015. "The 24/7 Work Culture's Toll on Families and Gender Equality." *The New York Times*.

May 21, 2015. "How to be a Slacker at Work and Get Away with It." *The Telegraph*.

May 20, 2015. "Millennial vs. Boomer: Company Calendar Full of Fibs." *Financial Times*.

May 19, 2015. "Men Fake Working Hard in the Office But Still Get Promoted." *Daily Mail*.

May 14, 2015. "Why Workaholics are Faking Longer Hours." *The Week Magazine*.

May 14, 2015. "The Things Time-Poor Dads do to see their Kids." *The Daily Telegraph*.

May 10, 2015. "Is Anyone Really Working 80 Hours a Week?" *Boston.com*.

May 8, 2015. "Let's Kill the Myth of the Ideal Worker." *The Globe and Mail*.

May 7, 2015. "We Need to Stop Pretending Work/Life Balance is a Women's Issue." *Huffington Post*.

May 6, 2015. "Go Ahead, Fake Your Way Through the 80-hour Work Week." *Bloomberg*.

May 6, 2015. "Want to Get Ahead at Work Without Killing Yourself? Fake It." *Time*.

May 6, 2015. "These Men Found an Innovative Approach to Work/Life Balance." *Vox.com*

May 5, 2015. "How Some Men Fake an 80-Hour Workweek, and Why it Matters." *The New York Times*.

May 5, 2015. "This is the Secret to Impressing Your Employer While Working Less." *Business Insider*.

Apr. 30, 2015. "How People Succeed in High Pressure Jobs." *Quartz.com*

Apr. 29, 2015. "The Art of Elusiveness at Work." *Financial Times*.

Oct. 10, 2014. "These Dads Say Long Work Hours are Costing Them." *The Globe and Mail*.

Jan. 21, 2012. "Her Key to Efficiency: Arrive Late, Leave Early." *The New York Times*.